GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:117
ANSWERED ON:26.02.2002
SEXUAL HARASSMENT AT WORK PLACES
Y.S. VIVEKANANDA REDDY

Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) whether after conducting a series of meetings to monitor the Supreme Court's guidelines on sexual harassmentat Work places, the National Commission for Women (NCW) has concluded that these guidelines were not being followed in totality;

(b) if so, whether it has been found that in several instances, no complaints committee was constituted at all and even where they were, several lacunae were noticed;

(c) if so, whether the NCW has formulated a code of conductfor work places putting down the apex court's guidelines in a simple maner;

(d) if so, the details thereof;

(e) the steps being taken by the Government to see that the guidelines are implemented; and

(f) the action proposed to be taken against the defaulters?

Answer

MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRIMATI SUMITRA MAHAJAN)

(a)&(b) As per preliminary assessment made by NCW, some offices, organisations etc. are yet to constitute the complaints committee. Further some of the complaints committees do not have 50% representation of women and are not headed by a woman. Some of them do not have third party (NGO) representation. They have also found that the members of complaints committees are not familiar with procedures etc.

(c)&(d) Yes, Sir. The code of conduct, inter-alia, defines the term 'sexual harassment', 'eveteasing' and lays down the procedure for conducting enquiries by the complaints committee, disciplinary action and presentation of annual reports by the complaints committees.

(e)&(f) The Government have requested all the Central Ministries/Departments, Chief Secretaries of allthe State Governments/Union Territories, Universities/Institutions, CentralBoard of Secondary Education, All India Councilof Technical Education to constitute complaints committees and ensure that the guidelines are implemented. A Central Committee headed by Secretary (WCD) has been constituted in the Department of Women & Child Development to ensurethat the complaints committees are constituted and the guidelines are implemented by all concerned. Further the concerned offices, institutions and organisations are required to submit consolidated report on the number of complaints received and dealt with by them during a calendar year. The next meeting of the Central Committee to review the constitution of complaints committees, implementation of the guidelines and to take stock of the complaints dealt with by the complaints cpommittees is scheduled to be held in the month of March, 2002. The defaulters are being reminded and persuaded to follow the guidelines.